

GOVERNMENT OF TELANGANA
ABSTRACT

THE MINIMUM WAGES ACT, 1948 (Central Act No.11 of 1948) – Revision of minimum rates of wages in the Employment in “**PRIVATE MOTOR TRANSPORT**” in Part-I of the Schedule to the Minimum Wages Act, 1948 – Final Notification – Orders – Issued.

LABOUR, EMPLOYMENT, TRAINING & FACTORIES (LABOUR) DEPARTMENT

G.O.Ms.No. 25

Dated: 30-06-2021

Read the following:

1. G.O.Ms.No.90, Labour, Employment, Training and Factories (Lab.II) Department, dated 28.09.2007 published vide Gazette Notification No.618, dated 26.10.2007.
2. G.O.Rt.No.16 Labour, Employment, Training and Factories (Lab.II) Department, dated. 03.01.2013 published vide Gazette Notification No.207, dated 23.03.2013.
3. From the Commissioner of Labour, Hyderabad Lr.No.H1/9376/2012, dated.19.01.2021.

ORDER:

The Commissioner, Printing, Stationery and Stores Purchase, Hyderabad is requested to publish the appended Notification in the Extra-ordinary issue of the Telangana Gazette in English, Telugu and Urdu languages.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

I.RANI KUMUDINI
SPECIAL CHIEF SECRETARY TO GOVERNMENT

To

The Commissioner, Printing, Stationery and Stores Purchase, Telangana, Hyderabad for publication in the Extra-ordinary issue of Telangana Gazette and supply 20 copies to Government, 500 copies to the Commissioner of Labour, Telangana, Hyderabad.

The Commissioner of Labour, Telangana, Hyderabad.

All Collectors, through Commissioner of Labour, Telangana, Hyderabad.

The Secretary to Government of India, Ministry of Labour & Employment, Shramshakti Bhavan, New Delhi.

The Secretary to Government, Department of Labour & Employment, Government of Tamilnadu, Chennai.

Copy to:

The Law (B) Department.

The P.S. to Minister (Labour & Employment).

Sf/Sc.

// FORWARDED :: BY ORDER //

SECTION OFFICER

...Contd.2.

FINAL NOTIFICATION

In exercise of the powers conferred by sub-section (1) of section 3 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) read with G.O.Ms.8, Labour, Employment, Training & Factories (Labour) Department, dated 12.11.2014 and of all other powers hereunto enabling and after having consulted with the State Minimum Wages Advisory Board, the Governor of Telangana hereby revises the minimum rates of wages which shall consist of basic wage and cost of living allowance as specified in column (3) of the Scheduled appended to this notification as payable to each category employees specified in the corresponding entry column (2) thereof and employed in the scheduled employment of "**PRIVATE MOTOR TRANSPORT**" included in Part-I of the Schedule to the Minimum Wages Act, 1948 in the State of Telangana as the same having been previously published in the Andhra Pradesh Gazette No.207, Part-I Extraordinary, dated 23.03.2013 vide G.O.Rt.No.16 Labour, Employment, Training and Factories (Lab.II) Department, dated. 03.01.2013 as required by clause (b) of sub-section (1) of section 5 of the said Act.

2. The minimum rates of wages so fixed shall come into force with effect from the date of publication of this notification in the Telangana Gazette.

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SCHEDULE

PRIVATE MOTOR TRANSPORT

SL. NO.	NAME OF THE CATEGORY	BASIC WAGE	Cost of Living Allowance to be paid per each point of increase
(1)	(2)	(3)	(4)
I	Highly Skilled - 1	(in RS.)	Rs. Pise
	1). Automobile Engineer with B.E. Qualification, 2). Foreman, 3). Driver or Operator of Vehicles - Truck / Dumper / Container / Bulk Tanker / Transit Mixer / Volvo / Trailer carrying Above 55 tonne Load / Tanker Above 20 KL below 30 KL	39,837	26.54
II	Highly Skilled - 2		
	1). Driver or Operator of Vehicles - Truck / Dumper / Container / Bulk Tanker / Transit Mixer / Volvo / Trailer carrying Above 35 tonne below 55 tonne Load / Tanker Above 10 KL below 20 KL	35,254	23.49
III	Highly Skilled - 3		
	1). Assistant Foreman, 2). Chargeman, 3). Security Field Officer, 4). Driver or Operator of Vehicles - Truck / Dumper / Container / Bulk Tanker / Transit Mixer / Volvo / Trailer carrying Above 10 tonne below 35 tonne Load / Tanker Above 3 KL below 10 KL	31,199	20.79
IV	Highly Skilled - 4		
	1). Agent (Supervisor), 2). Ambulance Driver, 3). Any Maintenance Supervisor, 4). Auto Electrician, 5). Bus Driver, 6). Diesel Engines Fitter, 7). Diesel Engines Mechanic, 8). Field Incharge, 9). Gas Cutter, 10). Gas Welder, 11). Head Security Guard, 12). Lane Supervisor, 13). Safety Supervisor, 14). Security Supervisor, 15). Shift Supervisor, 16). Supervisor, 17). Tractor with Trolley Driver, 18). Mechanic,	27,610	18.39
V	Skilled		
	1). Ambulance Assistant or Helper, 2). Blacksmith, 3). Car Driver, 4). Carpenter, 5). Electrician, 7). Fitter, 8). Jeep Driver, 9). Security Guard without Arms, 10). Tinker, 11). Tube Patch Maistry, 12). Typist, 13). Welder, 14). Wireman,	24,434	16.28
VI	Semi - Skilled		
	1). Assistant Mechanic, 2). Assistant Wireman, 3). Bus Helper, 4). Gas Cutter Assistant or Helper, 5). Gas Welder Assistant or Helper, 6). Gate Keeper, 7). Greaser, 8). Hammerman, 9). Lorry Cleaner or Helper, 10). Night-guard, 11). Oilman, 12). Tipper Cleaner or Helper, 13). Tool Room Attender, 14). Tube Patch Maistry Assistant or Helper, 15). Cleaner, 16). All Assistants or Helpers not specified under any other categories and working under Highly Skilled and Skilled categories	21,623	14.41
VII	Un - Skilled		
	1). Water Boy, 2). Sweeper, 3). Scavenger, 4). Safai Karmachari, 5). All General Cleaning Workers,	18,019	12.00

...Contd.4.

Administration and Office Categories

I	Highly Skilled - 1		
	1). Administrative Manager, 2). Chief Operational Incharge, 3). HR Manager or Personal Manager, 4). Manager,	39,837	26.54
II	Highly Skilled - 2		
	1). Administrative Officer, 2). Assistant HR Manager or Assistant Personal Manager, 3). Computer Programmer, 4). Safety Officer,	35,254	23.49
III	Highly Skilled - 3		
	1). Security Incharge, 2). Security Inspector, 3). Security Officer, 4). Accountant, 5). Transport Manager, 6). Transport Incharge,	31,199	20.79
IV	Highly Skilled - 4		
	1). Management Information System Officer, 2). Stenographer, 3). Store Incharge,	27,610	18.39
V	Skilled		
	1). Accounts Clerk, 2). Cashier, 3). Clerk, 4). Computer Operator, 5). Computer Operator, 6). Data Entry Operator, 7). Dispatch Clerk, 8). First Aider, 9). Muster Clerk, 10). Receptionist, 11). Store Keeper, 12). Time Keeper,	24,434	16.28
VI	Semi - Skilled		
	1). Dispatch Boy, 2). Store Assistant, 3). Store Boy,	21,623	14.41
VII	Un-skilled		
	1). Attender, 2). Office Assistant, 3). Office Boys, 4). Peon,	18,019	12.00

Cost of Living Allowance:

The minimum basic rates of wages fixed are linked to the Consumer Price Index Numbers for the Industrial workers at 1501 points (Base Year 1982=100 series). The Commissioner of Labour shall notify the Cost of Living Allowance for every six months i.e. 1st April and 1st October. For this purpose, the average rise in the State Industrial Workers Consumer Price Index Numbers for half year ending December and June respectively shall be taken into account. The cost of living allowance for any rise in Cost of price index over and above 1501 points, shall be paid as specified at column No. 4 to the schedule against each category

Note:-

1. A Highly Skilled employee is one who is capable of doing higher degree of perfection work and can work on drawing and directing a group of skilled and other employees at times. He must be capable of organizing day to day work under him.
2. Skilled employee is one who is capable of working independently and efficiently and turning out accurate work.
3. A semi-skilled employee is one who has sufficient knowledge of that trade to be able to do respective work and simple job with the help of simple tools machines.
4. An unskilled employee is one which involves simple operations requiring little or no skill or experience on the job.
5. Where food is provided by the employer to the workmen for all days of the month, an amount of Rs.540/- shall be deducted from his wages.
6. Where accommodation is provided by the employer to the workmen for all days of the month, an amount of Rs.136/- shall be deducted from his wages. Provided that the accommodation has a minimum area of at least 48 Sq. Feet per person and includes a place of safe storage for keeping their belongings.

7. Workers who work in night shifts should be paid twenty five percent of extra wages for the days they work in night shifts.
8. Any category of employees not included in this scheduled employment, shall be paid the same notified wage of the similar categories in any other scheduled employment. If the same category exists in more than one employment the higher wages shall be paid.
9. Contract / Sub-contract / Casual / Manpower supply workers shall be paid the same wages for the same work as that of a regular worker. The principal employer and contractors are jointly and severally responsible for the payment to such workers and maintain registers thereto.
10. Employment of Children below the age of 14 years is prohibited.
11. For work beyond normal hours of the employment and work during weekly off's shall be paid at double the ordinary rates of wages.
12. As per G.O.Rt.No.591 of Labour, Employment, Training & Factories (Lab. II) Department, dated 13.11.2011 published by Authority vide Gazette No.152 dated 01.04.2011, the employers of all the establishments shall pay the wages to the persons employed therein either by cheque or be crediting the wages in their Bank Accounts.
13. There should be no discrimination of wages between men and women workers in any category of employment.
14. The principal employer is directly responsible for payment of wages to employees irrespective of employment through contractors or otherwise in case the contractors are not paid the minimum rates of wages or less payment to the workers.
15. Where payment is made on a piece rate basis the wage of an employee shall not be less than the minimum rate fixed for the relevant category for a normal day of work.
16. Any categories of employees are paid other allowances (i.e. other than the notified basic wage and cost of living allowance) they shall be continued to get the said allowances in addition to notified basic wage and cost of living allowance.
17. The wages are exclusive of "Bhatta" that may be paid to the workers by the nature of their employment, which takes them from their residence is an extra payment over and above the minimum wages.
18. Employees actually in receipt of wages higher than the minimum rates of wages fixed as per this notification shall continue to get the benefit of such higher wages.
19. If wages or wages regulated as per Award / Agreement / Settlement which are in force are more beneficial to the workmen, the worker shall be entitled to such rates of wages notwithstanding the rates of wages fixed under this notification.
20. In case if the worker is paid basic wage more than the notified basic wage, the cost of living allowance shall be calculated based on the actual highest basic wage paid to the worker notwithstanding the rates of wages fixed under this notification.
21. Where the worker is paid a daily wage the daily wage shall be arrived at by dividing the monthly wage by 26.
22. Wherever part time employees are employed they should be paid pro rate wages in accordance with the number of hours of work done and subject to the provisions of the Minimum Wages Act, 1948.

23. The minimum rates of wages payable to disabled employees shall be the same as payable to workers of the appropriate category.
24. During National Festivals and other holidays, workers are eligible for leave with wages. If they work during above holidays, they shall get their normal wages and additionally double the rates of normal wages.
25. Any worker after completion of five years of service, his wages shall be reckoned in the immediate next higher cadre of skill but his designation will be the same, i.e. an unskilled worker on completion of five years of service shall be paid the minimum wages of semi-skilled worker and so on.

I.RANI KUMUDINI
SPECIAL CHIEF SECRETARY TO GOVERNMENT